



General Assembly

Substitute Bill No. 463

February Session, 2006

* SB00463LAB__031706__ *

AN ACT CONCERNING FAMILY AND MEDICAL LEAVE.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subsection (a) of section 5-248a of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective*
3 *October 1, 2006*):

4 (a) For purposes of this section, "child" means a biological, adopted
5 or foster child, stepchild, child of whom a person has legal
6 guardianship or custody, or, in the alternative, a child of a person
7 standing in loco parentis, who is (1) under eighteen years of age, or (2)
8 eighteen years of age or older and incapable of self-care because of a
9 mental or physical disability. Each permanent employee, as defined in
10 subdivision [(21)] (20) of section 5-196, shall be entitled to the
11 following: [(1)] (A) A maximum of twenty-four weeks of family leave
12 of absence within any two-year period upon the birth or adoption of a
13 child of such employee, or upon the serious illness of a child, spouse or
14 parent of such employee; and [(2)] (B) a maximum of twenty-four
15 weeks of medical leave of absence within any two-year period upon
16 the serious illness of such employee or in order for such employee to
17 serve as an organ or bone marrow donor. Any such leave of absence
18 shall be without pay. Upon the expiration of any such leave of absence,
19 the employee shall be entitled [(A)] (i) to return to the employee's
20 original job from which the leave of absence was provided or, if not

21 available, to an equivalent position with equivalent pay, except that in
 22 the case of a medical leave, if the employee is medically unable to
 23 perform the employee's original job upon the expiration of such leave,
 24 the Personnel Division of the Department of Administrative Services
 25 shall endeavor to find other suitable work for such employee in state
 26 service, and [(B)] (ii) to all accumulated seniority, retirement, fringe
 27 benefit and other service credits the employee had at the
 28 commencement of such leave. Such service credits shall not accrue
 29 during the period of the leave of absence.

30 Sec. 2. Subdivision (11) of section 31-51kk of the general statutes is
 31 repealed and the following is substituted in lieu thereof (*Effective*
 32 *October 1, 2006*):

33 (11) "Son or daughter" means a biological, adopted or foster child,
 34 stepchild, legal ward, or, in the alternative, a child of a person standing
 35 in loco parentis, who is (A) under eighteen years of age; or (B) eighteen
 36 years of age or older and incapable of self-care because of a mental or
 37 physical disability.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2006</i>	5-248a(a)
Sec. 2	<i>October 1, 2006</i>	31-51kk(11)

LAB *Joint Favorable Subst.*